

Chisholm School District School Board Meeting Agenda

Monday, June 27, 2022 at 5:00 PM
Addendum to the Regular Meeting
Chisholm School Board Room

I. Action Agenda	
A. Motion to approve the hiring of Kent Michael Fredeen as the Facilities and Grounds Operations Supervisor, effective July 15, 2022.	2
Attachments:	
KF Recommendation to Hire	2
II. B. Motion to approve the Facilities and Grounds Operations Supervisor Agreement Between I.S.D. No. 695 and Mr. Kent Michael Fredeen for the period of July 15, 2022 - June 15, 2023.	3
Attachments:	
Facilities & Grounds Operations Supervisor	3
III. C. Motion to approve the hiring of Karla Winter as a PreK-6 Elementary Principal, effective August 8, 2022, pending background and completion of necessary paperwork.	23
Attachments:	
Recommend to hire Karla Winter, Prek-6 Principal	23

Recommendation to Hire

5-6-22

Position: Job #197 Facilities & Grounds/Operations Coordinator

Posting duration: 22 days

Advertising Location: Website, Frontline K12 Job Spot

Number of Qualified: 2

Licensed Applications: 2

Interview committee Names: Adrian Norman, Mark Morrison, Brian Vajdl,
Pam Pioske,

Recommended for hire: Mr. Kent M. Fredeen

A. Norman

Location: District Wide

Supervisor: Superintendent Norman

AGREEMENT BETWEEN
INDEPENDENT SCHOOL DISTRICT 695
AND
FACILITIES AND GROUNDS OPERATIONS
SUPERVISOR
TERMS & CONDITIONS OF EMPLOYMENT
JULY 15, 2022 - JUNE 15, 2023
INDEPENDENT SCHOOL DISTRICT No. 695
CHISHOLM, MINNESOTA

ARTICLE I PURPOSE OF AGREEMENT

Section 1. Parties

This Agreement is entered into between the Independent School District No. 695, Chisholm, Minnesota, (hereinafter referred to as the District) and the Chisholm Non-Aligned (hereinafter referred to as the Unit) pursuant to and in compliance with the Public Employment Labor Relations Act, as amended, (hereinafter referred to as the PELRA) to provide the terms and conditions of employment for the Chisholm Non-Aligned Unit during the duration of this Agreement. All terms used in this Agreement are subject to the laws of the State of Minnesota, Federal laws, Rules and Regulations of the State Board of Education, and valid rules, regulations and orders of the State and Federal governmental agencies, and the Rules and Regulations of I.S.D. #695. Any provisions of this Agreement herein found to be in violation of any such laws, rules, regulations, or orders shall be null and void and without force and effect.

Section 2. Definitions

A. Terms and Conditions of Employment:

The term “terms and conditions of employment” means the hours of employment, the compensation therefore including fringe benefits except retirement contributions or benefits other than employer payment of, or contributions to, premiums for group insurance coverage for retired employees, or severance pay, and the employer’s personnel policies affecting the working conditions of the employees. In the case of professional employees, the term does not mean educational policies of a School District. “Terms and conditions of employment” is subject to the provisions of PELRA.

B. School District:

For purposes of administering this Agreement, the term “School District” shall mean the School Board or its designated representative.

C. Employee:

Reference to “supervisor” or “unit member” in this agreement means Supervisor of Buildings and Grounds, Confidential Clerical, Technology Coordinator, and Business Manager; except in those cases where there is a clear distinction between the positions. Reference to “employee” in this Agreement shall mean a member of the appropriate unit.

D. Other Terms:

Terms not defined in this Agreement shall have those meanings as defined by PELRA.

ARTICLE II RECOGNITION OF EXCLUSIVE REPRESENTATIVE

Section 1. Recognition

In accordance with the PELRA, the District recognizes the Unit as the exclusive representative of Unit members employed by the District, which exclusive representative shall have those rights and duties as prescribed in the provisions of this Agreement.

Section 2. Appropriate Unit

This unit shall represent all Non-Aligned members of the School District, who are public employees within the meaning of PELRA excluding the Superintendent, and all other employees whose services do not exceed the lesser of 20 hours per week or 50% of the normal work week or less than 67 days, in the employees’ bargaining unit as outlined in PELRA.

Section 3. Provisions of Agreement

All Non-Aligned members as defined in Article II, Section 2 above are entitled to the full provisions of this Agreement with the exception of Sick Leave, Article IX, number 2, Personal Leave, Article IX, number 5, and Vacation, Article VIII, Section 2, Salaries, Article V, Section 8, and Child Care Leave Article IX, number 8, all of which are prorated according to the number of contract days worked. A full-time position

will be recognized at a minimum of 40 weeks at 40 hours/week.

ARTICLE III SCHOOL DISTRICT RIGHTS

Section 1. Inherent Managerial Rights

The Unit recognizes that the District is not required to meet and negotiate on matters of inherent managerial policy, which include, but are not limited to, such areas of discretion or policy as the functions and programs of the employers, its overall budget, utilization of technology, the organizational structure and selection and direction and the number of personnel. The foregoing enumeration of District rights and duties shall not be deemed to exclude other inherent management rights and management functions not expressly reserved herein, and all management rights and management functions not expressly delegated in this Agreement are reserved to the School district, along with all rights and privileges as defined in other laws of the State of Minnesota or the Federal government or as a result of court actions.

ARTICLE IV UNIT RIGHTS

Section 1. Rights to Views

Nothing contained in this Agreement shall be construed to limit, impair, or affect the right of any Unit member or his/her representative to the expression or communication of a view, grievance, complaint, or opinion on any matter related to the conditions or compensation of public employment or their betterment, so long as the same is not designed to and does not interfere with the full faithful and proper performance of the duties of employment or circumvent the rights of the exclusive representative.

Section 2. Request for Dues Checkoff

Unit members shall have the right to request and be allowed a monthly payroll deduction for applicable professional dues and disability leave insurance.

Section 3. Meeting

The Unit shall be permitted the use of school property for the normal conduct of its business.

Section 4. Official Business of the Exclusive Representative

A Unit member engaged during the school day in negotiating on behalf of the exclusive bargaining unit with any representative of the School District or participating in any professional grievance negotiation, including arbitration, shall be released from regular duties without loss of pay.

Section 5. Right to Join

Pursuant to PELRA, the District hereby agrees that every employee employed by the District shall have the right freely to organize, join, and support the professional organization of his/her choice for the purpose of engaging in collective bargaining or negotiation and other concerted activities for mutual aid and protection. As a duly elected body exercising governmental power under the laws of the State of Minnesota, the District undertakes and agrees that it will not directly or indirectly discourage, deprive or coerce any employee in the enjoyment of any rights conferred by PELRA or other laws of Minnesota or the Constitutions of Minnesota and the United States; that it will not discriminate against an employee with respect to hours, wages, or any terms or conditions of employment by reason of his/her membership in the organization or collective professional negotiations with the Board, or his/her institution of any grievance, complaint or proceeding under this Agreement or otherwise with respect to any terms or conditions of employment.

Section 6. Fair Practices

The employee shall be entitled to full rights of citizenship, and no religious or political activities of any employee or the lack thereof shall be grounds for any discipline or discrimination with respect to the professional employment of such employee.

Section 7. Political Activity

The employee shall be guaranteed the right to be active politically. Political rights shall include registering and voting, participating in party organization, discussing political issues publicly, campaigning for candidates, contributing to campaigns of candidates, lobbying,

organizing political action groups, and running for and serving in public offices for which, if necessary, a leave of absence, without pay will be granted.

Section 8. Personnel Files

Pursuant to M.S. 122A.40, Subd. 15, as amended all evaluations and files relating to each individual employee shall be available during regular school business hours to each individual employee upon written request. The employee shall have the right to reproduce any of the contents of the files at the employee's expense and to submit for inclusion in the files written information in response to any material contained therein. Expungement proceedings shall commence within 20 days after the employee has knowledge of the inclusion in the employee's file of material the employee seeks to have expunged.

Section 9. Worker's Compensation

Pursuant to M.S. 176, an employee injured on the job in the service of the School District and collecting workers' compensation insurance may draw sick leave and receive full salary from the School District, the salary to be reduced by an amount equal to the insurance payments and only that fraction of days not covered by insurance will be deducted from the employee's accrued sick leave.

Section 10. Jury Duty

An employee, who is summoned for jury duty or subpoenaed as a witness, shall receive his/her regular pay for such period; less the amount of compensation he/she received as a juror or witness, where applicable per statute regarding same.

Section 11. Association Leave

An employee appointed or elected to a state or national educational office in the field in which he/she is working shall be granted a leave of absence not to exceed a total of 5 days in the school year with pay. Arrangements must be made with the School District at least 2 weeks prior to the leave.

ARTICLE V SALARIES

Facilities & Grounds Supervisor (52 weeks contract) 2022-23 \$85,000

Section 1. Schedule of Payment

The annual salary will be paid in twenty-four equal checks.

ARTICLE VI Termination of employment due to discontinuance of position

For purposes of unrequested leave of absence, reassignment and reinstatement, the provisions of MN Statute 122A.40 subd. 11 shall apply.

ARTICLE VII Fringe Benefits

A. **Group Insurance**

Group insurance shall be granted in accordance with the School District's Plan for all contract employees with the following changes and/or additions:

1. **Legal Liability**

Professional liability insurance covering the defense settlement and supplementary payments resulting from civil action against a Unit member as a result of the performance of his/her duties shall be provided by the district. The School Board shall carry a general liability policy as required by Minnesota Statutes, but in an amount of not less than \$500,000 per occurrence and in addition thereto, and as a rider to said liability policy, shall also carry and pay for an errors and omissions policy covering each Unit member in an amount of not less than \$500,000 per occurrence, and a general \$1,000,000 umbrella policy.

2. **Selection of Carrier**

The selection of the insurance carrier and policy shall be made by the School District as provided by law.

Leaves of Absence

1. Personal Injury of Duty Leave

Unit members, disabled as the result of a physical assault on their person related to school business will not be charged with loss of sick leave or personal leave benefits for the length of time required for recovery or for any reoccurrence thereof.

2. Sick Leave

Absence for Unit members will be limited to the following days during the school year according to the number of weeks worked. This allowance is cumulative. 52-week employees will receive 20 ½ days.

A Unit member will be granted full sick leave benefits for absences due to illness, after starting work under contract, under the following conditions.

- a) No member of the Unit will be allowed pay for absence, whether on account of illness or absence which would otherwise have been excused unless notification of absence has been sent to the immediate supervisor as soon as it occurs.
- b) An absence exceeding three days in length will be excused only upon presentation to the Superintendent's office of a physician's excuse stating the nature and extent of the illness.
- c) In case the illness occurs during the period of the school contract while the member is out of the city, or if a member is sent home by a local physician for an indefinite period for the purpose of recuperating from an illness or for the purpose of avoiding a more serious illness, then pay will be granted only when a physician's report is submitted to the Superintendent's office at the end of such absence.
- d) In case it is deemed necessary or advisable to leave town to consult a medical specialist, unless already under the care of a local physician, arrangements must be made in advance with the Superintendent's office for such absence.

3. Civic Leave

Unit members who hold important offices in local civic organizations may be absent to attend conferences, conventions, and important meetings, without salary deduction, for a period not to exceed two days in any one year. Arrangements should be made with the Superintendent in advance when absence from school is necessary.

4. Serious Illness or Death in Immediate Family

Pay for absence due to serious illness or death in the immediate family may be allowed for a period not to exceed five days for the same member of the family in any one year. Time so allowed will not be deducted from time allowed for sick leave.

“Serious illness” is defined as life-threatening; e.g, emergency surgery, heart attack, etc. Samples of non-serious illness would be routine doctor visits where diagnostic tests are performed. The Superintendent or designee will interpret in cases of dispute with the building administrator.

The district will allow one day for death of aunt or uncle of the employee.

The “immediate family”, or “permanent members of the immediate household” will ordinarily be interpreted as father, mother, brother, sister, wife, husband, or child; grandparents; grandchild; niece; nephew; significant other; mother-in-law or father-in-law; sister-in-law; brother-in-law; or guardian.

In the case when a serious illness to a husband, wife, child, or grandchild or parent should exceed five days, an additional period not to exceed fifteen (15) days for the same member of the family in any one school year shall be granted. For each day absent beyond five days, a like number of days shall be deducted from the administrator’s accumulated sick leave.

Situations not explicitly defined under the above may be given special consideration by the central administration.

5. Personal Leave

For the following reasons a member may be allowed, each year four (4) days without a deduction of wages for the 4 days. After 15 years of service in the school district a unit member will qualify for an additional

day for a total of five (5) days each year. All arrangements are to be made in advance with the Superintendent.

a) Transaction of personal business.

b) Attending the funeral of a relative or close friend not listed in "4", Serious Illness or Death in Immediate Family.

6. Leave of Absence without pay without nullifying prospect of reappointment at the same position on salary formula.

The School Board may grant a leave of absence, without pay, for ill health over a period not to exceed one year, in addition to the remainder of the unfinished period of appointment.

7. Educational Leave

The School Board may grant a leave of absence, without pay, to members to attend school for a period not to exceed one year.

A leave of absence granted to attend school shall be considered as one year of experience, and length of service credit shall be granted upon his/her return to school.

8. Child Care Leave

a) The district shall grant a maternity or childcare leave, without pay, to any Unit member who makes written application for a leave for the purpose of providing prenatal or postnatal care to his/her natural-born or adopted child or children.

b) A Unit member may choose one of the alternative leaves as follows:

1. Parenting Leave - The member, who desires to take a leave prior to and/or following disability as determined by her physician, shall submit a written application to the School district at least eight weeks prior to the estimated delivery date or the beginning of requested leave, whichever is earlier. The leave shall commence and terminate at dates agreed upon between the member and the School District. Extensions of such leave may be made by mutual agreement between the member and the School District. This will be leave

without pay, and no use of sick leave during the period of leave will be allowed.

2. Disability Leave - If a member chooses to continue working until the onset of disability occasioned by pregnancy and childbirth, she shall submit a written request at least eight weeks prior to the beginning of the requested leave. Disability will normally end subsequent to the expiration of 40 full contract days from the beginning day of leave. Disability may be extended beyond the 40 full contract days with a verification of a physician.

The member may utilize her accumulated sick leave through the period of disability as determined by her physician and providing the member has not requested leave as outlined in (1) Pregnancy Leave.

3. Child Care Leave - The member may request a child care leave by submitting a written request at least eight weeks prior to the desired time the leave is to begin, child care leave may follow maternity leave or disability leave but not both and leave without pay. If it follows a disability leave after child birth, the child care leave will begin at the end of disability as determined by her doctor, or 40 days, whichever is less.

4. Adoption - A Unit member may be granted up to 5 days, to be deducted from sick leave, for adoption procedures.

c) The School District will not be required to grant a leave of longer than nine months, permit the member to return to his/her employment prior to the date assigned, or alter or abrogate any implication of M.S. 125.12.

d) Upon return from the above leaves, the member shall be reinstated to his/her original position or to a position of similar status and conditions.

The continuing contract shall remain in effect, and the administrator shall retain all seniority, salary, and benefit status

and other advantages accrued prior to taking the leave.

e) While on leave the member shall be granted the opportunity to participate in group insurance programs at the member's expense.

f) The parties agree that the applicable periods of probation for members as set forth in Minnesota Statutes are intended to be periods of actual service, enabling the School District to have opportunity to evaluate a member's performance. The parties agree, therefore, that periods of time for which the member is on child care leave shall not be counted in determining the completion of the probationary period.

9. Sabbatical Leave

a) Sabbatical leave may be granted to 52 week Non-aligned unit members after at least seven (7) years of professional employment in the District for the purpose of:

1. Acceptable advance study.

2. Related professional activity.

b) Applications must be made on or before January 1.

c) Applications will be reviewed by the Superintendent of Schools and the School Board. Final decisions rest solely with the School Board, who may use any and all factors presented to ascertain the granting or denying of a sabbatical leave.

d) Ordinarily sabbatical leave will be permitted for the summer months only.

e) Such leave may be taken only for activities directly related to the services rendered to the School District.

f) A schedule, to be arranged at the time of granting of the sabbatical, will be developed which will indicate the guarantee of future service.

g) Sabbatical leave will be compensated at three-fourths of scheduled salary plus value of fringe benefits. No extracurricular or extra-duty pay will be included.

h) No reimbursement for credit taken on sabbatical leave will be allowed.

i) No more than one member will be granted sabbatical leave in any one year, nor will it be granted if a suitable replacement cannot be found.

10. Emergency Leave

Emergency and other leaves may be granted upon approval of the Superintendent of Schools or School District.

11. Vacation

For the 2022-23 term of the contract, the Building and Grounds Supervisor shall earn 20 ½ days' vacation. Prior written approval from the Superintendent of Schools is required.

Supervisor of Buildings and Grounds

Attend state and local meetings of their associations.

Attend national meetings on a once-every-four years basis, with school board approval.

State travel, meals, and lodging allowances shall be followed. (See Rules and Regulations for current rates.)

GROUP INSURANCE BENEFITS FOR ALL NON-INSTRUCTIONAL EMPLOYEES

Dental Insurance:

Effective July 1, 2014 the school district will provide and pay 90% of the premium and the employee 10% of the premium for the dental health care program. Retirees shall have the option of purchasing the dental plan at their own expense.

Life Insurance:

The Employer will provide and pay for the premiums for a Life Insurance Program for all employees working twenty (20) hours or more per week as follows:

Basic Insurance per employee - \$50,000.00

\$10,000.00 life insurance policy to be paid for by the District for retiring employees with less than twenty (20) years of service. \$15,000.00 life insurance policy to be paid

for by the District for retiring employees with twenty (20) or more years of service. Active employees and retirees retain the option to purchase more life insurance at his/her own expense as per the policy of the carrier.

Health and Hospitalization Insurance:

Effective September 1, 2003, any new employee hired will not be eligible for district contributions towards retiree health benefits. Any or all of earned severance may be placed in an individual account that could be used to cover health care costs until depleted. Upon death, the remaining funds may be used towards dependent coverage or will be paid to beneficiaries.

CONSUMER HEALTH DIRECTIVE PLAN (VEBA#831):

Effective September 1, 2019, the District shall pay \$725.00 toward single premiums and \$1521.92 toward family premiums of the Consumer Health Directive Plan (CHDP) #831 VEBA. Effective September 1, 2019, the district will contribute 65% (\$1202.50) of the single deductible and 65% (\$2405.00) of family deductible. Future contributions are to be negotiated with each new contract. The District shall make two (2) bi-annual contributions into the employee's VEBA account. The District shall make the first 50% contribution by September 1st of each year and the second 50% contribution by February 1st of each year. District's contributions will be determined based on the employee's status on September 1 and February 1 of each year. The employee must be a policyholder in order to qualify for any district contribution toward health insurance.

At the September 1, 2023 renewal any premium savings or increases will be applied 50/50 to the district and employee share.

The District shall also allow for hardship requests from the employee who may incur a medical/prescription bill that exceeds the balance in an individual's VEBA account. The employee will have to provide evidence of charges by submitting the EOB (explanation of benefit) statement receipt from the medical provider or pharmacy. Upon receipt of such proof, the District will take action to deposit an amount to cover the shortage or the balance of the annual contribution whichever is less. In no instance will the District contribute more than the prescribed annual allowance as stated in this section.

The District shall pay the monthly fee to administer VEBA accounts.

District health insurance payments will be prorated for part-time employees hired after July 1, 1996, and who work thirty-one (31) hours per week or less. Earned and paid hours shall be considered as hours worked.

EARLY RETIREES: Early retirees who are eligible for group insurance under conditions of this bargaining agreement, ARTICLE VIII, will receive the same premium and deductible contributions from the district. Early retirees will adhere to all conditions set forth as active employees. Once any retiree or dependent becomes Medicare eligible, they must move to Senior Gold and Blue Rx as per current rate schedule.

The Employer and the Union agree to review Health Insurance options during the term of this Agreement. However, adoption of a new health insurance plan shall be subject to ratification by the Union and the Employer. A new health plan may be implemented only if ratified by both parties.

Income Protection Insurance:

The Employer shall continue to provide and pay the entire premium for long-term disability insurance, which provides 66-2/3% of salary, 90 waiting days, and a \$30,000.00 maximum annual covered salary, for all employees.

Employee or their dependents engaged in self-employed business are required to carry worker's compensation insurance.

APPENDIX "C"

RETIRED AND DISABLED EMPLOYEE COVERAGE

A. Retiring employees hired after January 1, 2016, who are qualified by P.E.R.A. requirements (age plus years of service) must either have served the School District for at least 15 continuous years or otherwise have 20 years of service or more with the School District immediately prior to retirement in order to qualify for the retiree plan.

Effective September 1, 2021, Veba/ Retiree Hospital/Medical Benefits shall be as follows:

SCHEDULE E
VEBA MEDICAL
RETIREE HOSPITAL/MEDICAL BENEFITS
Effective rates as of 9/1/2021

	Total	District Share	Employee Share
Family 65-	\$2,091.00	\$1,247.17	\$843.83
Single 65-	\$851.50	\$613.25	\$238.25
Single RE Dependent	\$851.50	\$458.50	\$393.00

GROUP PLATINUM BLUE
RETIREE/MEDICARE ELIGIBLE HOSPITAL/MEDICAL BENEFITS
Effective rates as of 1/1/2022

	Total	District Share	Employee Share
Retired Employee	\$130.00	\$100.50	\$29.50

Retired Emp Dependent	\$130.00	\$64.50	\$65.50
RE Widow/Widower	\$130.00	\$0	\$130.00

(Any increases would be a 50/50 split.)
PRE-MACRA RETIREE/MEDICARE ELIGIBLE HOSPITAL/MEDICAL
BENEFITS
Effective rates as of 1/1/2022

	Total	District Share	Employee Share
Retired Employee	\$254.00	\$162.50	\$91.50
Retired Employee Dependent	\$254.00	\$126.25	\$127.75
RE Widow/Widower	\$254.00	\$0.00	\$254.00

(Any increases would be a 50/50 split.)
POST MACRA SENIOR GOLD/MEDICARE ELIGIBLE HOSPITAL/MEDICAL
BENEFITS
Effective rates as of 1/1/2022

	Total	District Share	Employee Share
Retired Employee	\$236.50	\$153.75	\$82.75
Retired Employee Dependent	\$236.50	\$117.75	\$118.75
RE Widow/Widower	\$236.50	\$0	\$236.50

RETIREE/MEDICARE ELIGIBLE GROUP PRESCRIPTION PLAN (BLUE RX)
Effective rates as of 1/1/2022

Total	District Share	Employee share
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Retired Employee	\$178.00	\$110.50	\$67.50
Retired Emp Dependent	\$178.00	\$88.50	\$89.50
RE Widow/Widower	\$178.00	\$0	\$178.00

RETIREE/MEDICARE ELIGIBLE PRESCRIPTION RATES AS FOLLOWS:

\$0, \$20, \$40, \$60, 25%

GAP	NO
DEDUCTIBLE	N/A
LEVEL 1 FORMULARY GENERIC	\$0
LEVEL 2 FORMULARY PREFERRED BRAND	\$20
LEVEL 3 FORMULARY BRAND	\$40
LEVEL 4 SPECIAL TIER	\$60
SUPPLEMENTAL DRUGS	25%
FORMULARY	4-LEVEL

B. All retirees qualifying under Section (A) and dependents eligible for parts A or B Medicare, or both, shall enroll in those parts of Medicare for which they are eligible and shall be offered a supplemental plan to Medicare which will make their level of benefits equal to the benefits of an active employee. The district and retiree shall split premium increases 50/50. Effective January 1, 2008, a new supplemental plan shall be offered to all qualifying retirees and their dependents. Each qualifying individual will carry a single supplemental plan covering both medical and prescription coverage. Conditions governing the new supplemental coverage include

- a) All increases in both medical and prescription coverage will be split 50/50.
- b) This is the plan for all future retirees covered by medical/retiree insurance.

C. Retirees, as defined in Section (A) above, and/or their dependents that are not eligible for Medicare, shall be continued on the active group level of benefits. The School District will contribute towards single and family coverage in accordance with the active employee Hospital/Medical Benefits Schedule. The district and retiree shall split premium increases 50/50.

D. Part-time employees who are eligible as active employees for hospitalization and medical insurance coverage shall qualify for the retiree plan.

E. The retired employee shall monthly remit to the School District Business Office that portion of the premium for which he/she is liable prior to the due date. Failure to comply with such a procedure shall result in a termination of the plan for such an employee.

F. Retiring employees not eligible for Medicare must have served the School District for at least 15 continuous years immediately prior to retirement in order to qualify for the following plan:

1. Retirees who are forced to leave for medical reasons shall be continued on the active level of benefits. The School District will contribute towards single and family coverage. The district and retiree shall split premium increases 50/50.
2. The School Board reserves the right to determine the eligibility of the employee applying for this benefit.

G. Each retiree, upon retirement, shall be given a copy of the rules for hospital and medical insurance coverage for retired employees.

IN WITNESS HEREOF, The parties have executed this Agreement as follows:

For Non-Aligned Unit:

For School District #695:

Kent Michael Fredeen

Chairperson

Clerk

Dated this _____ day of July 2022

Dated this _____ day of July 2022

Recommendation to Hire

Position: Job # 200, 1.0 FTE Elementary Pre K-6 Principal

Posting duration: 6-6-2022 through 6-17-2022

Advertising Location: EdPost, Frontline, K12 Job Spot, Word of mouth

Number of Qualified: 8

Licensed Applications: 8

Interview committee Names:

Superintendent Norman and Principal Morrison (Administration)

Joe Phillips (At-Will)

Robbi Albert, Tara Anderson, Darlene Esler, Kristen Copp, (EdMN)

Debbie Ferrell, Kathleen Skurla, Lori Waselk (AFSCME)

Recommended for hire: Mrs. Karla Winter

Start Date: 08-08-2022

Location: Vaughan Steffensrud, Chisholm Elementary

Supervisor: Superintendent Adrian Norman